

1331.59
BENE
C.3

32530023

Benefits

and savings



ILLINOIS STATE LIBRARY

MAY 1995

ILLINOIS DOCUMENTS

Why
YOU

Should
Hire
People
with
Disabilities

**Illinois Department
of Rehabilitation Services**



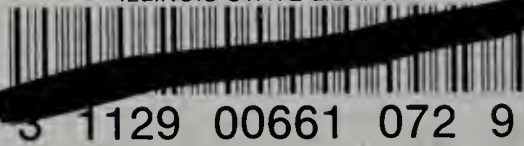
he Illinois Department of Rehabilitation Services (DORS) is the state's

lead agency serving people with disabilities. DORS works in partnership with persons with disabilities and their families to assist them in making informed choices to achieve full community participation through suitable employment, education and independent living opportunities.

DORS' number one priority is readying people with disabilities for employment. The agency's Vocational Rehabilitation program assists clients with education, training, job placement and follow-up services.

Hiring people with disabilities helps them, you, your business and society. To encourage employers to hire people with disabilities, DORS and other agencies offer the following incentives and services:

ILLINOIS STATE LIBRARY



DORS Services:

- ❏ *Marketing and Employment Specialists:* DORS staff will work with you to develop jobs for people with disabilities. Our Marketing and Employment Specialists can assist you with reasonable accommodations, ADA compliance, disability awareness and other issues to ensure a smooth transition for hiring people with disabilities.
- ❏ *On-the-Job Evaluation:* To determine whether perspective employees with disabilities can perform job duties, your business can evaluate them for up to four weeks and be reimbursed a portion of their wages by DORS.
- ❏ *On-the-Job Training:* If you train new employees with disabilities with the intention of hiring them, DORS can reimburse you at an agreed upon rate for up to 26 weeks.
- ❏ *Job Coaches:* On-the-job supervisors can be provided during employee training. As the employee acquires skills, the role of the Job Coach decreases until the worker reaches an optimal production level.
- ❏ *Supported Employment:* An on-the-job training and support service, including Job Coaches, provided for employees with severe disabilities.
- ❏ *Disability Awareness Training:* Helps your employees understand and accept people with disabilities in the work place.
- ❏ *Accessibility Surveys:* DORS staff will inspect your work site, helping you comply with the ADA and creating a more productive environment for all your employees.
- ❏ *Job Accommodation:* Assistive devices, occupational tools, sign language interpreters, customized training and education and other services can be furnished.
- ❏ *Follow-up Services:* Once you have hired an employee with a disability, DORS will be available to assist you and the employee with any future circumstances that may arise.



3 0112 122583260

Benefits and Savings:

Job Training Partnership Act: If you hire low income people with disabilities, JTPA can reimburse you 50% of their first six months wages and set up on-the-job training.

Vocational Rehabilitation Program for Veterans: If you hire an eligible veteran with a service-connected disability, the U.S. Dept. of Veterans Affairs can pay up to half the employee's salary during training or work experience.

Disabled Access Credit: Small businesses can receive tax credits of up to \$5,000 a year to bring their facilities into compliance with the Americans with Disabilities Act (ADA).

Ready Access Loans: Participating Banks supply low interest loans for businesses to renovate their facilities to bring them into compliance with the ADA.

Architectural and Transportation Barrier Removal Deduction: Tax deductions of up to \$15,000 are available to businesses making a facility or vehicles more accessible to individuals with disabilities.

Job Accommodation Network:

An information clearinghouse that can assist with job site modifications for workers. More than two-thirds of suggested accommodations cost less than \$500 and half cost less than \$50. The Network can be reached by calling 1-800-526-7234 (Voice/TTY).

Great Lakes Disability and Business Technical Assistance Center: Operates a national toll-free information line for answering questions about the ADA -- 1-800-949-4ADA (Voice/TTY).

For more information on the benefits of hiring people with disabilities, contact your local DORS office or call
DORS' Information Service Line at
1-800-ASK DORS
(Voice/TTY/Español).



Illinois Department of Rehabilitation Services

Jim Edgar
Governor

Audrey McCrimon
Director

The Department of Rehabilitation Services is an equal opportunity employer and does not discriminate on the basis of disability in admission or access to or treatment or employment in its programs and activities in compliance with appropriate state and federal statutes.
The Director is responsible for compliance:
217/782-5734 (Voice/TTY).

Printed by authority of the State of Illinois.
5000 count (5/95)